

**JAMAICAN
CANADIAN
ASSOCIATION**

ESTABLISHED 1962



AGM Report 2013-2014



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2013 – 2014 BOARD OF DIRECTORS

President	Audrey Campbell
Executive Vice President	Barry Coke
Vice President, Volunteer Services	Sylvanus Thompson
Treasurer	Glenroy Williams
Executive Secretary	Adaoma Patterson
Assistant Secretary	Chinedu Okoro
Membership Chair	Yola Daley
Public Relations Chair	Simone Banton
Women's Chair	Penny Williams
Fundraising Chair	Keith Haye
Youth Chair	Lance Roache
Building Chair	William Jenkins
Education & Culture Chair	Allan Jones
Interim Chief Executive Officer	Everton Gordon

STAFF

Senior Management Team

Everton Gordon, *Interim CEO*

Grace Williams, *Program Manager*

Joe Boateng, *Settlement Program*

Paulette Crooks-Drummond, *Coordinator, Caribbean Youth & Family Services Program*

Mansur Mussa, *Coordinator, Employment Program*

Mary Mark, *Coordinator Youth Outreach Worker Program*

Marie Chapman, *Settlement Counsellor/Receptionist*

Noeline John, *Employment Counsellor*

Colin McClean, *Job Developer*

Trecia Lamey, *Family Services/Leaders in Partnership Program*

Claudia Moore-Beepatt, *Receptionist*

Jennifer McFarlane, *Building Operator*

Beverley Valentine, *Family Services/Intake Worker*

Troy Logan, *Youth Outreach Worker*

Ann-Marie Whyte, *Employment Program Assistant*

Allison Creighton, *Executive Assistant*

Makhabbat Dautova, *Finance Assistant*

Financial Consultant

Delford Blythe & Associates

Custodial Support

Desmond Marrick

Randy Smith

Milton Powell

Renford Whyte

OUR VISION

The Jamaican, Caribbean & African-Canadian communities in the Greater Toronto Area will be a socially and economically equitable group that is represented and contributes at all levels to a strong diverse Canada.

MISSION STATEMENT

The Mission of the Jamaican Canadian Association (JCA) is to deliver programs and services, provide a physical hub, and to advocate to improve the well-being and equity of Jamaican, Caribbean & African-Canadian communities within the Greater Toronto Area.

VALUES

Respect & Dignity - Staff, volunteers, and community members who participate in JCA activities and use its services will treat each other with respect and dignity.

Diversity - We value and respect the diversity of our staff, the people who make up our membership, and of those who use our services regardless of their racial and cultural backgrounds, religion, age, sex, sexual orientation, and visible/invisible challenges.

Integrity - We employ honesty and ethical decision-making practices in all that we do.

Advocacy - We recognize the need to increase resources that will contribute to the well-being of the communities we serve. We support this position by working with individuals, organizations, and others in an effort to influence the policy decisions that impact these communities.

Excellence in Service - We are committed to ensuring that clients and customers receive high quality services from well-informed and well-qualified staff.





PRESIDENT'S REPORT AUDREY CAMPBELL

Introduction

First, I would like to thank the Board of Directors and the many volunteers on the various committees for giving of their time to make the Jamaican Canadian Association (JCA) such an active and meaningful organization.

The following are the activities of the Jamaican Canadian Association (JCA) for the 2013-2014 fiscal. This past year we took the historical decision to change the governance structure of the organization that has been in place for the past 51 years. I am confident that we are heading in the right direction.

Highlights

The Jamaican Canadian Association received the prestigious Heritage Award from the Planet Africa Group. This award from the African Canadian Community recognizes the contribution and the legacy of the JCA to the wider community. This award was presented on the same stage as the 50th Anniversary award of Dr. Martin Luther King's 'I Have a Dream Speech'. The award was presented to his daughter, Dr. Bernice King.

JCA Transition

At a special Membership Meeting held on June 27th the Members of the JCA unanimously voted on the new direction of the organization by accepting the recommendations of the Working Group. The recommendations presented were based on the information and feedback from you the members via on-line surveys, community and membership workshops and forums.

The new JCA will be split into three entities: **Caribbean African Canadian Social Services (CAFCAN)**, JCA Membership Organization and a JCA Foundation. The changes will make the JCA Social Services more competitive with an independent Board of 7 with the expertise required to ensure the success of the agency. The new CAFCAN Agency is now incorporated and the new Board has been appointed by the JCA Board. The Membership component will continue to provide cultural programs which will include events that appeal to a younger demographic. It will also increase its advocacy on issues impacting our community. The Foundation will raise funds for the other two entities. JCA's Executive Secretary, Adaoma Patterson, Chair of the Transition Team. In the next 12 to 18 months the Transition Team consisting of the current JCA President, former JCA presidents, one staff and current board members in addition to members of JCA and the wider community that have shown interest in participating in the process will be responsible for implementing the new structure.

I would like to acknowledge the Nominating Committee for their diligence in identifying candidates for the three Boards and the stringent screening process they employed. The committee is comprised of **Dan Hamilton, Chair; Lana Salmon, Nicole Harriott, Danavan Samuel, Mary Anne Chambers and Erma Collins.**

Fund Raising

JCA held three fundraising events in 2013. The 'Walk Good' Walkathon held Sunday, May 5th, the Pickney Sinter Talent Show, Sunday, August 11th and the JCA Golf Tournament, Saturday, August 24th. The three events grossed approximately \$59,000.

The JCA applied for and received a **\$1000 donation from Arbour Memorial Foundation** to assist with the Senior's Program. The Executive Vice President and President met with the Arbour Memorial representatives to receive the cheque. They are offering an incentive of 10% off funeral packages to the JCA membership.

Kwik Kopy Rental

The Kwik Kopy tenants and JCA mutually agreed to terminate their final five year term lease March 31st, 2014 instead of 2018. The JCA agreed to allow Kwik Kopy three months rent free to facilitate the move. We are grateful to Gigi Harding, CEO Kwik Kopy and the franchise owner, Gary for their cooperation. The JCA Treasurer has sent a letter to the City of Toronto requesting that JCA's full property tax exempt status be reinstated.

Collective Bargaining

The JCA reached an agreement with CUPE Local #4772.01. Unfortunately the negotiation periods have been extensive. The new agreement was for 2 years and 6 months which expired April 30th, 2014. The Management Negotiating Team consisted of the President, Building Chair, Vice President Volunteer Services and the Executive Vice President. The meetings took place during working hours and by having this many people on the team it allowed for one or two people to attend.

Advocacy

- **"Community Report – 'A vision for the Black Community'** was distributed in 2013. The Committee of which JCA President is a member along with Deputy Chief Peter Sloly, Dr. Gervan Fearon, Mitzi Hunter, Hamlin Grange, Danielle Dowdy, Mark Beckles and Sharon Shelton. The report provides important statistics that talk to the current state of the Black Community in relation to the rest of the population. The document is meant to empower and engage our community.
- **Police and Community Engagement Advisory Committee (PACER)** - The President of JCA co-chairs the community advisory committee with Superintendent David McLeod, Toronto Police Service. The Committee is comprised of 14 organizations charged with overseeing the implementation of the 31 recommendations from the Community consultations that took place. The Committee will continue their role as it will work in conjunction with the new Toronto Police Services Board Policy regarding field interaction. This committee has been granted unprecedented access to the training process of Police Officers as well as their procedures.
- JCA hosted the information session with the Hon Michael Coteau, Ontario Minister of Citizenship and his staff, the Hon Mario Sergio, Minister Responsible for Seniors and members from the Ministry of Economics Development, Trade & Employment. The event was to encourage our community to apply for government commissions and boards as well as inform about the services available to new immigrants that are professionals in their field.

- JCA member, Barrington Morrison, and JCA President met with the Director of the **Toronto District School Board (TDSB), Donna Quan**, regarding their 'Days of Action Publication'. The picture on the front of the publication did not depict the diverse make up of the student body. TDSB understood our position and made the necessary changes.

Challenges

As my term of President comes to an end, this year has been a difficult one for our Organization. Major challenges we were and are still dealing with include implementing the new organizational structure, attracting new members and exploring new avenues of revenue generation. The Transition Team will work with the new JCA Board to address these challenges.

Outreach

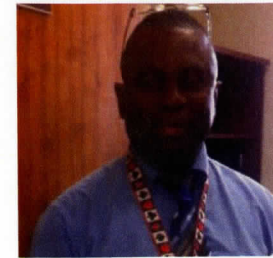
- **August 1st** – attended the Jamaica Consulate Evening of Prayer for Jamaica at Revival Time Tabernacle. Brought greetings on behalf of JCA. The evening consisted of 8 Pastors providing prayer on the economic, political and social wellbeing of Jamaica.
- **August 4th** – Attended the annual Flag Raising & Independence Service. Also visited JCA Member Trevor Lewis in hospital that evening.
- **August 22nd** – attended the town hall visit of the Hon. Fenton Ferguson, Minister of Health. The Minister updated Jamaica on the government's initiative on cancer and the agreements signed with Sunnybrook, Princess Margaret and Hospital for sick kids.
- **August 31st** – attended the Watsonson Basic School annual dinner.
- **September 7th** – attended the Jamaican Foundation Hamilton annual Independence Dinner.
- **Oct. 18th** – Attended the BADC fundraising dinner along with the VP Volunteer Services. The guest speaker was Professor Trevor Monroe.
- **Oct. 20th** – The Ex. Secretary & the President joined the Interim CEO and staff members on the CN Tower Stair Climb.
- **Oct. 24th** – Brought greetings at the Victoria Mutual event at the JCA.
- **Nov. 2nd** – Accepted the Heritage Award on behalf of the JCA at the Planet Africa Awards. Guest speaker was Dr. Bernice King.
- **Jan. 24th** – Attended a community reception in honour of Deputy Chief Andre Crawford.
- **Jan. 29th** – Joined the JCA staff at the United Way dinner.
- **Feb. 8th** – Attended York Regional Police Black History month event.
- **Feb. 19th** – Attended the launch of the CUSO International mentoring program partnered with the Alumni Association.
- **Feb. 20th** – Premier's Black History Reception at Queen's Park.

- **Mar. 30th** – Officiated at the Spelling Bee Competition.
- **Apr. 6th** – York Regional Police Elimination of Racism expo.
- **Apr. 7th** – Attended Caricom Meeting at JCA.
- **Apr. 12th** – Attended the BBPA Harry Jerome Awards with the CEO.
- **Apr. 13th** – Attended the annual Friends of St. Thomas Brunch & bought greetings. The guest speaker was Justice Aston Hall.
- **May 8th** – Attended the opening new Alvin Curling School

Closing

The entire Board of Directors dissolves today. I would like to thank the JCA staff and my colleagues on the Board of Directors for their service to the JCA. I would also like to thank the Membership for their support during my five years on the Board. I look forward to working with the membership in my role as Immediate Past President.

Warmest regards,
Audrey Campbell



INTERIM CHIEF EXECUTIVE OFFICER'S REPORT EVERTON GORDON

The Jamaican Canadian Association has continued to evolve along the path of change and over this past funding year 2013-2014 many important shifts and organization developments have occurred in the area of social services. On the one hand, we have basically maintained our core funding base in all of our programs except for the City of Toronto Funding for our seniors and a small segment of Family Counselling program. Early in the year 2013, The City of Toronto who had funded the seniors as well as the children and family intervention support programs, informed JCA that the agency was being phased out of the Community Support Initiatives (CSI) funding. Despite this set back, we have seen growth and expansion in some of our main programs areas as well. For example, the Employment Services has been additional funds to support multi-barrier youths.

These are indices of positive developments in many respects because still so many of our youths are hampered by problems such as poverty, unemployment and underemployment; systemic racism in all spheres of society including education, health, social services and the criminal justice system. Significantly, we have secured a special funding agreement with Catholic Children's Aid Society of Toronto to re-engage with them in the delivery of the African Canadian African Caribbean Family Enrichment Program, now termed "Keeping Families Together". Far too many of our young black children are now well over-represented in the Child Protection System as they and their families are entangled because of disorganization within certain contexts of their family life including lack of involvement in their children's education and other aspects of their social life.

JCA continues to struggle with a number of structural and process related issues. Thus, this year's report consists of a real mix of positive gains with a note of caution about how these challenges may impede future programming for the new Caribbean African Canadian Social Services. Below is a summary of service programs followed by highlights of activities over the past year 2013- 2014.

Caribbean Youth & Family Services Department

Caribbean Youth and Family Services is the core of the JCA's Social Services that involves: Centralized Intake; K-Club; Leader in Partnership Program; Parenting Program; and the Violence Against Women Program (VAW). CYFS also comprises of culturally specific Individual, Group and Family Counselling geared towards but not limited to youth and their families. CYFS employs a multi-disciplinary, systemic treatment model that includes the family, community as well as other professionals.

Centralized Intake

This component is comprised of an individual in-depth psycho-social assessment which is completed in a supportive, empathetic and non-threatening environment for every client who comes to the JCA seeking services. It involves service needs identification, and provides the team with the necessary information needed to decide whether the organization can provide services to adequately meet the client's needs. Once this is determined the file is either referred internally to a counselor or transferred out of agency to more suitable services. The Intake Worker also provides information, advocacy, telephone counseling and referrals on an ongoing basis to callers and walk-ins who may not necessary become clients of the clinical departments.

April 1, 2013 - March 31, 2014: 219 new clients were accepted for services through the JCA's Clinical Departments.

Leaders in Partnership Program

The Leaders in Partnership (LIP) program, an initiative developed by the Jamaican Canadian Association (JCA), in partnership with the Toronto District School Board and the Toronto Police Service Unit 31 Division. The Leaders in Partnership (LIP) program is designed to address the social and emotional needs of children in developing a more positive attitude towards school and their community. LIP is designed for children between seven and twelve years old. The program is offered over the lunch period for 10 week duration usually within three schools per semester.

From the period 2013-2014 eight (8) schools participated in the LIP Program. The program is presently in *Calico Public School; Africentric Alternative School; and Oakdale Park Middle School*. Students who will participate and complete this ten week program will be awarded with certificates of Achievement or Certificates of Participation.

JCA Employment Services

This past year has seen an improvement in clients accessing our services. The majority of our clients come to us through word of mouth, referral from some of our other programs, our outreach activities and from visitors to our facilities. Currently, there are several organizations offering employment services and we are all competing for clients.

We hosted two hiring events in the past year and are in the midst of planning our spring hiring fair. Those activities brought us a few new clients and we realize that in order to remain competitive, we have to implement some unique marketing strategies to attract more clients.

The *Youth Employment Fund (YEF)* is an initiative that will allow us to assist more unemployed youth by providing a subsidy to employers to hire our youth who meet the criteria. An employment opportunity will provide them with much needed skills and job experience. Our wish is for the employers to offer full time employment opportunities to these youth at the end of the placement.

Our monthly workshops are scheduled to help clients find work in the shortest time possible. They attend our orientation, job search workshops and one-on-one sessions with the Employment Counselor and Job Developer. It is always a challenge to find sustainable employment for the clients, but we persevere and are having success.

The resource centre is used by the general public and those clients who do not meet the "assisted client" criteria. We help them to complete online and hard copy job applications, resume writing, labour market research, and other job search activities. We look forward to an increase in the number of clients accessing our services and using Employment Resource Centre.

Settlement Services

The Settlement programs at JCA, (*NSP & SAP*) seeks to provide settlement services for newcomers coming principally from the Caribbean/Africa and elsewhere to settle in the City of Toronto as well as in the Greater Toronto Area and eventually integrate into the Canadian Society and become fully engaged in all aspects of Canadian life.

During the year in review, the settlement programs provided settlement services to newcomers through need assessments and planning, settlement counseling, orientation to Canadian and culture, connecting clients to community and networks via information and referrals, education/upgrading of qualifications and skills, employment and immigration/ sponsorship applications.

It should be noted that even though recent changes to Immigration Policies by the current government has really affected immigration through the traditional source countries of migration from the Caribbean/African countries to Canada, the Settlement Programs continued to serve a greater of clients who been in Canada for several years. These clients included Canadian citizens, Permanent Residents, Visitors, International Students, Refugee Claimants, Domestic Workers as well as Non-status immigrants currently in the process to regularize their stay in the country.

Approximately 50% of newcomer clients that were served through the Settlement Programs requested services in immigration, particularly family sponsorship applications and other related issues. And it is interesting to note that more than 90% of those served in this area, have successfully been reunited with their families in Canada in less than a year, even though the waiting period and or processing times for these applications take several months to complete. In all, the Settlement Programs provided settlement services and activities to about five hundred (500) clients during the year in review.

JCA's Positive Impact on People's Lives:

"Glad to leave this message on your voice mail to inform you that the Family Court has finally granted me the Guardianship of my nephew who you assisted me to sponsor to Canada and subsequently guided me through the custody process at the court as well. May God Bless you!"

There were a few changes in the staffing composition over the past year. We said farewell to Indian Dixon and Charmaine Lane , VAW Coordinators, as well as VAW Counsellor Tabassum Zaheerrudin. Also, since early March 2014 Family Counsellor, Grace Williams assumed the role of Program Manager on a secondment for one year.

Highlights of Activities for the Year

May 2013: Through the help of United Way, JCA secured the expertise of an HR consultant who over this past year has assisted us with HR & related support information and advice as well as with the development of our On-boarding Plan.

June 2013: Initiated outreach in the process of building, strengthening and expanding of Community Partnership and Relationship for capacity building and rebranding of JCA. Notable partnership relations are with CUSO, Jane Finch Family and Community Centre, Black Creek Community Health Centre, ACCCO and others are being developed with the African Canadian Legal Clinic, Across Boundaries Ethno-racial Mental Health Centre, Osgoode Hall/York University operated Community Legal Services.

July 2013: The Funding Proposal for the New Horizon for seniors' Grant for 2014-2015 was developed and submitted by the Interim CEO. This proposal was approved for another \$25,000. We are in the process of completing a Memory Project and hired a student from University of Western Ontario to complete this project over the summer months.

September, 2013: MCYS met with JCA about response to the recent shooting and other incidents of violence which left 7 of our youths dead in a span of two weeks. A Prayer Vigil was held to draw attention to the spike in violent crime in Jane-Finch Community. Increased outreach support was done for those affected crisis intervention training was initiated for the 5 newly hired YOW's the breakdown of the new hires are: Two are at Griffin, 1 LGBTQ and the other is a Transgendered person working with Transgendered issues in the Aboriginal community. Two of the positions are for Native Youths and another one is for Somali Youth covering the Jane- Finch Community but stretching to Albion Rd.

January, February: Much of the focus was on planning and supporting Black History and related activities

March & April 2014: Much of the activities involved securing new funding contracts for fiscal year 2014- 2015.



A BIG THANK YOU to our staff who continue to provide invaluable support and services to our community. Their commitment to JCA and our clients is admirable.

EXECUTIVE VICE PRESIDENT'S REPORT BARRY COKE

Finance & Fundraising

Conducted detailed analysis of building revenues and cost structure. Identified opportunities for increasing revenues, since hall rental averages 50% utilization on weekends and essentially zero utilization during the week. This would require additional funds to implement. Revenue generation ideas are being analyzed and an implementation plan is being considered in conjunction with the separation.

In October attended a conference by the **Association of Fundraising Professionals** with the President and Women's Chair, on fund-raising practices and benchmarking. It highlighted that:

- There is significant philanthropy among the Black and Caribbean communities, and we should be more effective in tapping into those resources.
- We need to compile and package our story for better positioning when seeking sponsorship.
- The fundraising individuals need to be professional.

The Exec VP is working with Walkathon Coordinator Sandra Whiting and the President in developing a framework for attracting and retaining corporate sponsorship. The philosophy is to approach a sponsor once, instead of multiple times through the year for individual events, to give sponsors adequate time to include JCA in their annual budget, and to generating a reliable and steady stream of sponsorship revenue for JCA.

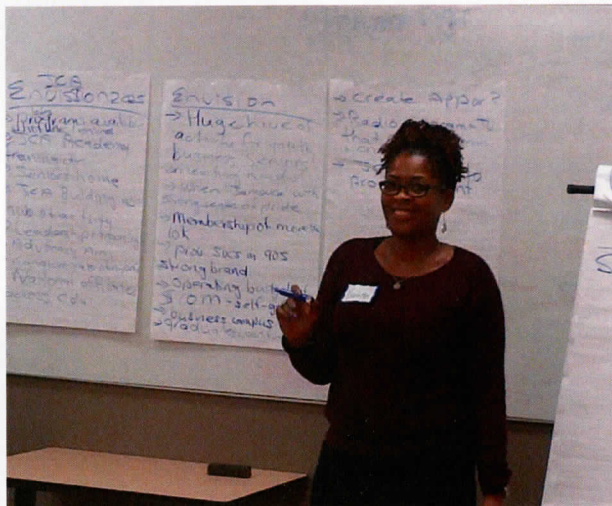
Visioning/Planning

The operation of the JCA Membership Board going forward is critical to the success of the new direction that was approved by you the membership. As such, I am working with the transition team in the separation project. I am also focusing on transitioning the board from an operational one into a visionary leadership team.

Coordinated the full day Strategic and planning session in November 2013 at the YMCA, Albion Mall location. It was facilitated by **Paulette Senior, CEO of YWCA Canada**.

- A vision for JCA by 2025 was:
 - Programs for children and youth facing multiple barriers; complete with hotline and online contact.
 - A large JCA headquarters housing nursing homes, leadership training, an entire department for advocacy, a campus for entrepreneurial activities, including incubators; and a hub of related activities (including housing soccerfest). Also with JCA affiliates across the country.
 - Active membership of 10,000
 - \$10 million in operating budget
- The slogan could be 10, 10 in 10. (10K members, \$10million budget, in 10 years)

- A list of priorities towards accomplishing this vision were:
 - Revenue generation and membership development (and retention)
 - Program development for membership (youth, business people, and entrepreneurs)
 - Organizational development (including structure and resource)
 - Change Management
 - Development of Communication strategy
- A framework for an implementation plan that outlines a set of tactics to improve JCA in each of the five (5) areas, was developed. They are:
 - Change Management; Organizational Structure Development; Income Generation; Communication Strategy; and Membership Program Development.
 - The proposed long term and short term organization development chart was also outlined. In the short term 3 full time persons will be required to increase revenue and manage the day to day function of the building, as well as, JCA function planning.



Community Outreach/Collaboration

Attended an Open House & Art Exhibition at **Kazembe and Associates**, in July 2013. The proceeds from art sold were for their Youth Initiative Program. During interaction with business people and professionals in attendance, we obtained valuable input into what the community requires of JCA. It also highlighted that the JCA story is not well known within the community.

In August attended a meeting with **Honourable Michael Coteau, Minister of Citizenship and Immigration (MCI)**, along with other leaders of the African and Caribbean community in Ontario. There was discussion on the progress of Ontario's

Immigration Strategy, and the effectiveness of simulating immigrants in the workforce. Funds distributed by different ministries with different criteria, with limited accessibility for our community was also discussed; along with volunteer awards, and appointments to Public Boards and Agencies.

A follow-up meeting was held at the JCA on November 6th. Nearly 80 individuals from a cross section of Jamaican, African, and Canadian organizations attended. This collaboration was well received by the community at large.

We have initiated a project to foster more collaboration between organizations that share our goals and objectives, to assist our various organizations to more effectively pursue our goals; whether by economy of scales, reduction in overhead and operating costs; or joint projects. This will maximize the effectiveness of utilizing our limited resources. We are beginning this process with the AJAA.

Kwik Kopy Revenue Replacement

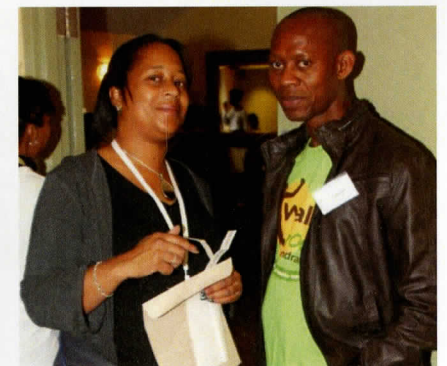
Chairing Sub-committee on Kwik Kopy Space utilization. The committee is comprised of Exec VP, CEO, Danavan Samuels, Doug Robertson, Leon Sutherland. The expectations for the committee were established as: **(a)** to replace revenues of \$25,000 annually; **(b)** to begin generating this income by May 1, 2014; and **(c)** how to identify funding for the space renovation.

A long and short term approach must be taken, as any sustainable use will take some time to implement. Along with the ideas submitted by the committee, input was solicited from the membership. Four alternate approaches emerged. A short term use strategy to allow time to comprehensively evaluate the approaches and to implement effectively.

- Tropicana would not have used JCA for their Jobs for Youth program this summer due to inadequacy of the quality and size of the space they used in prior years. Therefore, Tropicana will utilize that space this summer.
- For the longer term strategy, three alternatives are being explored:
 - Collaborating with stakeholders to utilize the space as a hub for Youth Outreach Services, and **(b)** Partnering with the Ministry of Correction for mentoring of youth leaving the justice system.
 - Multiple training for fee, including trades, music, services with a cultural branding component. A private training 'academy' approach to be explored. Market research, etc. required to understand viability.
 - Utilize portion of current space for members' lounge and convert the current member's lounge into a third Hall for rental. It must be noted that increasing hall rental capacity has no immediate advantage as we are no renting anywhere near capacity at this time.
 - This is associated with significant costs as load bearing walls must be repositioned. Must therefore incorporate the overall total building enhancement, as this will be required to realize utilization of the increased capacity.
 - A redefinition of the requirements for the members' lounge is needed. (Should this be like a "Tim Horton's"? A reliable and comfortable meeting place with all necessary services provided).
 - An independent entrepreneur may be required for this.

JCA's Open House 2014

Special thanks to the Open House Coordinating team: Nicole Harriott, Lisa Corwell, Chinedu Okoro



VICE PRESIDENT, VOLUNTEER SERVICES REPORT DR. SYLVANUS THOMPSON

Sick Kids Caribbean Initiative/Pan Am 2015

The JCA was a proud partner in the organization of two very successful events under the auspices of Consul General Seth George Ramocan, on April 1:

- A Delightful Cocktail to raise funds for the Sick Kids Caribbean Initiative
- Pan Am Jamaica 50 Reception

The Special Guest for both events was **Gina Hargitay, Miss Jamaica World/Miss World Caribbean 2014**. Other dignitaries included: Colin Henningar, Director of Sick Kids Foundation; Dr. Upton Allen; Saad Raffi, CEO, Pan Am Games; Former Ontario Premier David Patterson; Pamela Appelt and Joe Halstead, Co-chairs of the Jamaica 50th Organizing Committee. The major sponsors for the event were Kisko Products, VMBS, CG Catering and Remax. All the proceeds from the Cocktail went to The Sick Kids Foundation towards the Caribbean Initiative to enhance capacity for care in paediatric cancer and blood disorders.

The Pam Am Reception was aimed at creating awareness within the community of the 2015 Games and the need for volunteers to participate in it. The intent is to have at least 2000 volunteers from the Jamaican community. Certificates were also presented to the members of the JA 50th Organizing Committee. There was wide media coverage of the events, including the mainstream media.



International Day for the Elimination of Racial Discrimination

The JCA was well represented at the York Regional Annual event to celebrate the Elimination of Racial Discrimination. The theme for the event was "Coming Together" with a special tribute to Nelson Mandela. The JCA's exhibit was manned by Grace Williams, Roy Williams, Dwaine Osbourne, Roseanne Henlon, Charmaine Sewell, Audrey Campbell and Sylvanus Thompson. The event provided a significant networking opportunity for the JCA.



North York West Spelling Bee

The Regional Finals of the North York West (JCA) Chapter of the Spelling Bee of Canada Competition took place at the JCA on Sunday, March 30. Close to 250 students participated in the three Categories: Primary (6-8 years old), Junior (9-11 years old) and Intermediate (12-14 years old). The winners from each category will represent the JCA at the provincial finals.

The Officials at the all day event were: Dan Hamilton, Roseanne Henlon, Dwaine Osbourne, Dwight Gordon, Radhika Garnett, Ian Edwards, Tamara Gordon, Jeannette Lemon, Enid Campbell, Lisa Simms, Audrey Campbell and Sylvanus Thompson. The support from Barry Coke and Marie Chapman should also be noted. Close to **500 persons** attended the event throughout the day.



JCA Scholarship Awards Program

The 11th Annual Scholarship Awards was held on Saturday, September 21, 2013. Over 350 persons attended the event, where 53 recipients were awarded close to **\$60,000 in scholarships/bursaries**, sponsored by various individuals and institutions. The major new sponsor for 2013 was the **Youth and Education Fund** that sponsored twenty scholarships at \$1000 each. Other new sponsors included **Tiffany Harris** who was a former JCA Scholarship Recipient, **Rudolph Gibbs**, a member of the Scholarship Committee, and Founding Member **Amy Nelson**. The keynote speaker was **Dr. Kofi Hope**, Managing Director, Community Empowering Enterprises. In addition to cash awards, the recipients also received certificates from MP Hon Judy Sgro and MPP Mario Sergio. A very professional video of the program was done and there was very good media coverage of the event.



JCA Annual Boonoonoonos Brunch

The Annual Boonoonoonos Brunch was held as a special tribute to the late civil rights icon, Nelson Mandela. Under the theme **Gone But Not Forgotten: A Tribute to Nelson Mandela**, the event was a cultural celebration of Black History Month, the life and work of Nelson Mandela, and a special recognition of five individuals for outstanding service and contributions to the community. Deputy Police Chiefs Andre Crawford and Mark Saunders of York Regional and Toronto Police Forces respectively, Justice Donald McLeod (Ontario Court of Justice), Philip Mascoll, Sam Billich and Lloyd Seivright were recognized for achievements and contribution in their various fields.

JCA Annual Independence Celebration

The JCA: Soaring to New Heights was the theme for the 51st Annual Independence Gala, which was held under the distinguished patronage of Her Excellency Sheila Sealy-Monteith, Jamaica's High Commissioner to Canada. *Jamaica National Building Society's General Manager, Earl Jarrett*, was the keynote speaker at the event and several individuals were recognized for long and outstanding volunteer service to the JCA and wider community.



HIGHLIGHTS OF 2013 – 2014 “ A YEAR IN PICTURES”

This past year has been one of transformation and change at the JCA!

- » The membership voted to separate the organization which has resulted in the creation of the Caribbean African Canadian Social Services (CAFCAN) and the pending JCA Charitable Foundation;
- » A new process for nominating board members was implemented;
- » Numerous community events were hosted at the Centre, including a community information session hosted with the Honorable Michael Coteau;
- » A record number of volunteers and placement students supported social services;
- » We received a Planet Africa award ;
- » We climbed the CN Tower stairs to raise funds for JCA;
- » We were the venue for CARICOM's forum on bilateral trade negotiations with Canada;
- » And so much more!!



HIGHLIGHTS OF 2013 – 2014 “A YEAR IN PICTURES”



SATURDAY MORNING TUTORIAL PROGRAM VILMA GARNETT, COORDINATOR

The Saturday Morning Tutorial Program (SMTP) experienced a very successful year in 2013 – 2014. There were 37 students from grades 1 to 12 registered, with 7 regular volunteer tutors and few who drop by periodically to help out. The program focused on time management, literacy and mathematics, with a bit of heritage through songs and the involvement of some of the seniors.

The students of the program were introduced to a couple of innovative external programs which were designed to enrich their experience. One of these was the Epoch **Mentoring** – a financial program designed for students in Grade 6. For six weeks, the students as a group created and operated a simulated business; they video-taped their negotiations and discussions, and were then given the opportunity to critique their performances and the outcomes of their business plan.

Another program was the Public Speaking and Youth Leadership Training provided by **Toastmasters International – The Ebony Toastmasters Club**. Intermediate and Secondary students took part in this activity. They began by electing a slate of officers for each pod (period of four weeks) who would lead their speaking activities; prepared their meeting agenda, gave speeches and evaluated each other's speeches. They followed the Robert's Rules of Order for conducting meetings, learned to listen discriminately and to provide constructive feedback that would encourage growth, improvement and confidence.

Parents and students were also given the opportunity to “trek back in time” by visiting two of the **Underground Railroad Historic Sites in Ontario** – Dresden and Buxton. The tour left the JCA early in the morning when the passengers became simulated as refugees on the run. The tour guided them to one of the first terminal “Stations” at the Uncle Tom's Cabin Historic Site in Dresden – the settlement developed by former slave, Josiah Henson. There children and adults were separated and presented with their own programs. Everyone was then reunited and the children reenactment of the plight fugitives on the run. The next “Station” was at the Buxton National Historic Site & Museum where the passengers were introduced to the New Dawn settlement by the descendants of those earlier fugitive slaves, who still farm and conduct business in the area.



Three of the tutors were nominated and awarded the **2014 Ontario Volunteer Awards**, presented by the Ministry of Citizenship and Immigration. One of these, **Megan Atkinson**, received the Youth Volunteer Award for having served two consecutive years in the program.

The program was a success again this year, thanks to all the volunteers, students and parents who participated.



WOMEN'S COMMITTEE PENNY WILLIAMS, CHAIR

The Women's Committee had another active year. On June 22nd we held our **Financial Forum, "Live Debt Free & Prosper"**. Speaker topics included Wills & Estate Planning, Investments, Buying a House vs. Renting, Improving Credit Scores and Social Media Marketing for the Self-employed. After each topic, the speaker answered questions in a "round-table" discussion format.

Several people participated in the "Cash Flow Game", which helps people to understand their own investment beliefs and what effect that has on their own investment outcome. A money management game was also arranged for kids.

Our **annual Health Fair** was held on October 26th and speaker topics included breast and prostate cancer and their special effect on the Black community. One of our members spoke about her own experience in coping with breast cancer. The afternoon topics included Healthy Nutrition as a preventive strategy and Thermography, a risk-free alternative to mammograms.

To open up the discussion on mental health, we had a presentation of 2 case studies of stress & anxiety, one adult and one youth. Then followed a talk by a York University student who uses a Service Dog for Anxiety, who assists her to live a normal life and a Women's Committee member's daughter who demonstrated the use of yoga for reducing stress and had the audience up and moving. We also had several vendors who offered information on products and services, as well as provided many door prizes.

Following the JCA Quarterly Meeting on November 24th, we had our annual **Community Gifting**. The recipient we chose this year was Eva's Place which was initiated by a former member, Eva Smith, many years ago. Eva's Place houses and works with homeless youth to help them get on their feet again. Our members presented their representative with many individual gifts of basic needs and toiletries as recommended by Eva's Place.

After our Christmas break, all efforts were geared to hosting our annual International Women's Day on 9th March, with the theme of "Inspiring Change". Our keynote speaker was **Dr. Lola Ramocan**, wife of Consul General Seth G. Ramocan, and an educator, who spoke eloquently about the past and ongoing role of JCA in the community, as well as the many women who have inspired change locally, nationally and internationally.

Since January, we have been offering some informal coaching sessions to the parents of kids in the Saturday Morning Tutorial Program on basic financial literacy and nutrition. These were very well received by the women who attended. It is highly recommended that future committees look at similar programs on an ongoing basis as being more effective for helping families to make real changes in their way of living and thus become healthier, both financially and physically.

And so we end another great year by the Women's Committee in their ongoing efforts to improve the lives of women in our community and look forward to continuing the challenge within the new JCA structure.

MEMBERSHIP COMMITTEE
YOLA DALEY, CHAIR

Thank you for the wonderful opportunity you have given me to represent you as Chair, of the Membership Services Committee. The committee continues to strongly focus on out-reach and it has the responsibility of recruiting and retaining its JCA members.

Over the Past year

The membership has gained 64 new members. A warm Welcome to our new members!!!

Our renewals are coming in at a trickle members please renew your membership as soon as possible. Those who have already done so, thank you.

Events

Over the year we have successfully executed and were given great reviews on each event.

- » Annual Family Picnic – July
- » Independence Gala – August
- » Seniors Appreciation Brunch – September
- » Children’s Party - December

Upcoming Events

- Annual Family Picnic – July 6, 2014.
- Annual Independence Gala – August 3, 2014.
- Annual Seniors Appreciation Brunch – September 7, 2014.
- Annual Children’s Christmas Party – December 7, 2014

Remember these dates and we look forward to seeing you at the events.

Questions

We welcome questions and/or concerns or you would simply like to volunteer do not hesitate to contact me via telephone, e-mail or in person. I will be more than happy to assist you. Please call 416 746 5772 ext 249, e-mail: membership@jcaontario.org or visit our website at www.jcaontario.org.

The JCA would like to thank all donors and funders for their generous support. We regret an errors or omissions.

Funders

City of Toronto
Human Resources and Skills Development Canada
Ministry of Citizenship and Immigration
Ministry of Children and Youth Services
Ministry of Training, Colleges and Universities
United Way Toronto

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2013 – 2014 VOLUNTEERS

Transition Team

Adaoma Patterson – **Chair**
Audrey Campbell
Barry Coke
Herman Steward
Erma Collins
Miah Bailey
Roy Williams

Nominating Committee

Dan Hamilton – **Chair**
Danavan Samuels
Lana Salmon
Nicole Harriott
Dr. Mary-Anne Chambers
Erma Collins – **Advisor**

Women’s Committe

Amy Nelson
Bernice Bailey
Carmen Sutherland
Charmaine Sewell
Claudia Wright
Daphne Bailey
Dr. Enid Collins
Ismay Murray
Eunice Graham
Haslene Davis
Joycelyn DeSouza
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Kristy Penny
Norma Clarke
Pamela Powell
Penny Williams
Raphaelita Walker
Ruby Collymore
Sheila Raymond
Shirley McDonald
Sylvia Edwards
Zenover Brown

Saturday Morning Tutorial Program

Epoch Mentoring
Ebony Toastmasters
Megan Atkinson
Antonette Cassanova
Radhika Garnett
Ionie Grizzle
Christopher Lyn
Jessica Lyn
Rosa Lyn
Gloria Moragh
Dwaine Osbourne
Anastasia Samms
Janet Samms

2013 – 2014 VOLUNTEERS

Spelling Bee

Dan Hamilton
Roseanne Henlon
Dwaine Osbourne
Dwight Gordon
Ian Edwards
Tamara Gordon
Jeannette Lemon
Enid Campbell
Lisa Simms
Audrey Campbell
Sylvanus Thompson
Marie Chapman
Radhika Garnett
Charmaine Sewell

Membership Services

Dean Parker
Glenford Gordon
Janet Samms
Mary Green
Pansy Stewart
Dorothy McCurdy
Enid Gough
Winston Brown
Shirley McKoy
Eulin Lewinson
Sylvia Edwards

Scholarship Awards

Dan Hamilton
Grace Williams
Judith Spencer
Roseanne Henlon
Rudolph Gibbs
Dr. Vincent & Faye Conville
Sylvanus Thompson
Ian Edwards
Basil Thomas
Edeva Smith
Edward Smith



**JAMAICAN
CANADIAN
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